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LOGNOTE -- Chief, Operations Group, 14 August 1985

1. (Lowcock) [] PMCD, visited FBIS today to meet with the Chief, Deputy Chief and Special Assistant, Operations Group, on three pending issues: inclusion of the FBIS journeyman monitor position in DOS wagescale surveys, State vs. PMCD wagescale formulas, and a TDY by [] to Panama Bureau.

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On the issue of including FBIS monitorial positions in DOS wagescale surveys, [] pointed to PMCD concern over the lack of data to support FBN professional-level wagescales. He noted that Bangkok, where the FBIS scale is as much as 64 percent higher than the Embassy scale in certain grades, is a particular area of concern. Collecting wagescale data in support of FBN professional wagescales is one of PMCD's management objectives this year. Chief, Operations pointed to past difficulties FBIS has had with DOS wagescale surveys carried out by teams of retired foreign service officers. He also wanted to know what guarantees PMCD has that this proposal would not have a negative impact on FBIS autonomy in foreign national personnel administration. [] said that DOS has begun contracting with outside consultants such as TPFC and Wyatt to conduct professional salary surveys. He noted that it is part of our agreement with State that it will continue to share interagency classification and compensation data on foreign national employees with PMCD without FBIS being bound by this data. [] added that the only bureaus which could be included in DOS-contracted surveys would be those where the majority of monitors are locally hired owing to State's general policy of hiring locally wherever possible. FBIS would have to contract for its own surveys in bureaus where the majority of monitors are third-country nationals. It was agreed that before there is any decision or formal approach to State Department on this issue, a number of matters must be clarified. First, there is no certainty that State will agree to including FBIS monitorial positions in its surveys. Second, there must be negotiations with the Office of Foreign Service National Personnel on a formula to determine the FBIS share of the survey costs, ensuring that FBIS will pay only for the number of positions being surveyed and not for the number of people occupying any one position. PMCD and FBIS will also need guarantees that they have a relevant say in briefing the contractors on our needs and that survey results will not be binding in the event we disagree with methodology. PMCD is now looking into the feasibility of contracting with outside consultants for wagescale surveys in Bangkok and other bureaus with a high percentage of TCN monitors. Norm noted that these consultants are not inexpensive.

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Norm proposed that FBIS field bureaus adhere in all cases to PMCD-formulated wagescales even when there is a difference of a few dollars owing to variations between PMCD and FBIS formulas. It was

agreed that when bureau and Embassy wagescales are the same (usually in grades 1 through 7) and there are only minor differences with the Embassy scale, we would accept the Embassy scale for administrative and political reasons.

On [] Panama TDY, I will cable Panama to determine best time for the visit after 1 November in view of the numerous upcoming TDY's to Panama and planned travel by the Panama bureau chief. The purpose of the visit is for [] to see a ROSET bureau to assist him in determining grade levels for FBN technical personnel.

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(cc: D/FBIS, C/Admin Staff, C/Panama Bureau, [] PMCD)

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